United Nations A/53/30/Corr.1

General Assembly
Official Records
Fifty-third session
Supplement No. 30 (A/53/30)

26 October 1998

Report of the International Civil Service Commission

Corrigendum

Paragraph 80, final sentence

For paragraphs 67 to 68 above *read* paragraphs 70 and 71 above

Paragraph 113, first sentence

For paragraph 96 above *read* 99 above

Pages xii-xiv

Replace pages xii-xiv with the attached pages.

98-32634 (E) 291098

Summary of recommendations that call for decisions by the General Assembly and the legislative organs of the other participating organizations

Paragraph reference

A. Remuneration of the Professional and higher categories

1. Base/floor salary scale

95 The Commission decided to recommend to the General Assembly that the current base/floor salary scale for the Professional and higher categories of staff be increased by 2.48 per cent through consolidation of post adjustment, with effect from 1 March 1999. The proposed base/floor salary scale may be found in annex IV.

2. Staff assessment scale to be used in conjunction with base/floor salaries

95 The Commission decided to recommend to the General Assembly that the revised staff assessment scale shown in annex V be used from 1 March 1999 in conjunction with the base/floor salary scale shown in annex IV.

3. Dependency allowances

124 (a) and (b)
- The current level of children's allowance (including that for disabled children) and secondary dependant's allowance should be increased, effective 1 January 1999, to reflect the 14.6 per cent increase in the value of tax abatement and payments under social legislation at the seven headquarters duty stations;

124 (c)
- The present local currency entitlement system for hard currency duty stations should be maintained (see annex VI);

124 (d)
- The amount of dependency allowances should be reduced by the amount of any direct payments received from a Government in respect of dependants.

B. Conditions of services applicable to both categories

1. Education grant

190 (a) and (b)
- In areas where education-related expenses were incurred in the seven currencies shown under paragraph 190 (a), the maximum admissible levels for expenses covered under the education grant system and the maximum education grant should be adjusted as shown in table 1 of annex X. For the remaining currency areas, the above-mentioned elements should remain unchanged;

190 (c)
- In instances where boarding was not provided by the educational institution or a boarding institution certified by the school, the flat rates for boarding costs, to be taken into account within the maximum admissible educational expenses, should be revised as shown under column 2, table 2 of annex X. The amounts of additional reimbursement for boarding costs, over and above the maximum education grant payable to staff members at designated duty stations, should be revised as shown under column 3, table 2 of annex X;

190 (d) • The amount of the special education grant for each disabled child should be equal to 100 per cent of the revised amounts of maximum allowable expenses for the regular education grant;

190 (e) • All of the above measures would be applicable as from the school year in progress on 1 January 1999.

2. Recognition of language knowledge in the United Nations system

207 • The Commission decided to recommend to the General Assembly that the language incentive scheme for the Professional and higher category staff, in organizations which offered it, should be discontinued as currently applied and replaced by a non-pensionable bonus;

208 (a) and (b) • The Commission decided to recommend to the General Assembly and the governing/legislative bodies of other organizations of the common system that had determined the need to reward staff for encouraging them to speak more than one language:

- To pay the language allowance for the General Service and related categories of staff in the form of a non-pensionable bonus, bearing in mind the ICSC's recommendation to the General Assembly in paragraph 207 and on the understanding that the mechanisms for both categories of staff would be aligned;
- To ensure that, in the case of both categories of staff, the bonus was paid only if the language was used in the organization and that at the time of the periodic performance appraisal, organizations should retest or certify as to the actual use by staff of the language(s) in the organization.

Summary of financial implications of the Commission's recommendations to the General Assembly

(For all sources of funds)

Paragraph reference

A. Remuneration of the Professional and higher categories

1. Base/floor salary scale

94 The financial implications associated with the Commission's recommendation regarding the revised base/floor salary scale for the Professional and higher categories of staff in annex IV were estimated at $1,987,942 per annum, system-wide. As the revised scale was proposed to be implemented effective 1 March 1999, the corresponding financial implications for the 10 months in 1999 were estimated at $1,656,618. A breakdown by elements may be found under paragraph 94 of the present report.

2. Dependency allowances

125 The financial implications associated with the Commission's recommendations regarding the children's and secondary dependant's allowances were estimated at $3,404,000 per annum, system-wide.

B. Conditions of services applicable to both categories

1. Education grant

189 The system-wide annual financial implications associated with the Commission's recommendations regarding the education grant system were estimated at $660,000 and $515,000 (a total of $1,175,000) for the maximum admissible expenditures and increases in boarding costs, respectively.

2. Hazard pay

235 The financial implications associated with the Commission's decision to set the amount of hazard pay for internationally recruited staff at $1,000 per month were estimated at $755,000 per annum, system-wide. As the revised amounts went into effect from 1 June 1998, the financial implications for the seven months of 1998 were estimated at $440,500.